

# 2020 COMMUNITY ACTION PROJECT

conducting a cross-generational reflection of

# APAWLI

*Asian Pacific American Women's Leadership Fellows*



presented by:

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## DELIVERABLES



Research document conducting an **evaluation of the Asian Pacific American Women's (APAWLI) Leadership Fellows** (there were a total of 158 graduates). Students will conduct a thorough evaluation of the fellowship backed by qualitative and quantitative data. The research document will touch on:

- How the APAWLI program impacted the fellows' career success (through surveys and interviews)
- Identify what specific aspects the fellows liked about the program, what they would like to see for the future for the “modern” AAPI woman
- Identify barriers they faced post-graduation of the APAWLI program.



## BACKGROUND AND CONTEXT



### MISSION:

APAWLI “seeks to promote leadership of Asian American and Pacific Islander (AAPI) women in the corporate, nonprofit, and government sectors by fostering the development of AAPI women as whole person leaders.”

EST. 1996 | 158 FELLOWS | 16 CLASSES



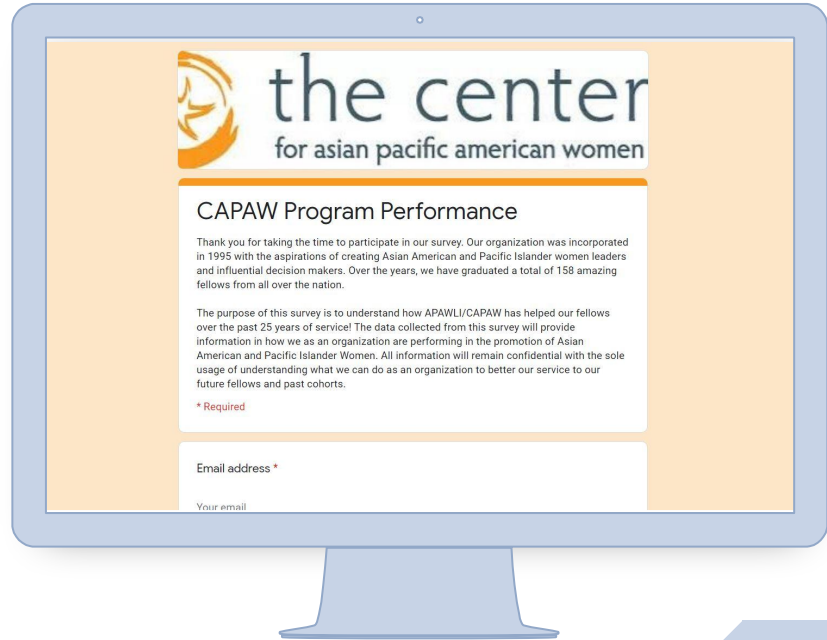
# METHODOLOGY

## Quantitative Data

- created a six-section survey
- received **57 responses** (*roughly 36 percent of the APAWLI fellow population*)

## Qualitative Data

- conducted 30-minute interviews
- interviewed a total of **17 fellows**



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impact on

**PROFESSIONAL SUCCESS**

## APAWLI'S IMPACT ON PROFESSION

### LEADERSHIP SKILLS OBTAINED:

- average rating of 8.5/10 that APAWLI helped to **develop leadership skills**

### DECISION MAKING:

- 82% felt APAWLI **impacted their decision making** (professionally and personally)

### CLIMBING THE PROFESSIONAL LADDER:

- average rating of 7.5/10 that APAWLI stimulated **professional mobility**



## LEADERSHIP BEYOND PROFESSION



### ROLES IN THE COMMUNITY:

- average rating of 3.7/5 felt APAWLI inspired them to become more **active and serve in their community**
  - e.g. roles: board members, presidents, advisors, directors of nonprofits, speakers



*“I feel like APAWLI really helped me increase my self awareness and gain that increased confidence”*

**Anh Vo**, CLASS OF 2012

*“APAWLI reminded me that I have value, that my work has value, that I have worth, that we have to appreciate ourselves as whole people”*

**Caroline Fan**, CLASS OF 2012



# 2

effective programming &  
**VISIONS FOR THE FUTURE**



## IDENTIFYING EFFECTIVE PROGRAMMING



### SISTERHOOD, NETWORK, SUPPORT:

- 24 out of 54 respondents indicated the **bonds of sisterhood** and **networking** were the most impactful aspects.

### MIND, BODY, SPIRIT:

- 22 out of 54 respondents mentioned an increased self-awareness, and connecting the **mind, body**, and **spirit** when leading, and there were specific mentions of Puanani Burgess' Zen module.

### TAPPING INTO STRENGTHS:

- Session 2: Talent and Strength Finder received the highest average impact ranking at **8.9** compared to Session 1 with **8.5** and Session 3 with **7.9**.
- **"Whole-person leadership"** and **"servant leadership"**



## VISION FOR THE FUTURE: SHORT-TERM



### CONTINUATION OF TEACHINGS AND CONNECTIONS:

- a **directory** of all alumnae, use of **newsletter** or **semi-annual check-in**
- Ensure representation of **Pacific Islander** women
- “In the current ‘moment’, what does it mean to be an anti-racist API leader?”

### CAREER COHORTS:

- “Sustainable connections” with cohorts based on same:
  - ▷ level in career development
  - ▷ Industry
  - ▷ Interests



## VISION FOR THE FUTURE: LONG-TERM



### LEVERAGING VIRTUALITY:

- In the context of our current reality, utilize **Zoom**; workshops, webinars, trainings, mentoring circles

### EXPANSION OF PROGRAMMING:

- **Three year regional conference**
  - Switch location each year; start on the East Coast, then move to the West Coast, and then move to Hawaii
  - Focus on policy-making on the East Coast, the mental health arena on the West Coast, and leadership styles and spirituality in Hawaii

“I have more clarity around the fact that it's not about what you do; it's who you are and showing up for whatever you do.”

**EMMY AKIYAMA**, CLASS OF 2013

# 3

post-graduation

**BARRIERS**



## BARRIERS: Continuing Career Growth



- To stop being **scared**: “feel the fear and do it anyway.”
- When you hit a certain point in your career, **do you pivot?** It gets a little different as you get older and have more on the line. There is the perception that **you can't take risks**.
- Proving what I could do in my industry as a business person.
- Helping me **branch out** beyond my industry.



## BARRIERS: Difficult Conversations with Non-AANHPI

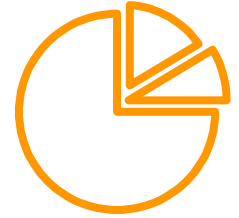


- **Racial dynamics** between whites and Asians.
  - ▶ after APAWLI, went into a very white environment...first time I was an executive director, and I had a mostly white board, **staff was almost all white...**so it's very different when you're in that leadership position, and you're the **only person of color**.
- It was hard to explain and took time to have **intentional one-on-one conversations**. In order to continue corporate sponsorships, there needs to be a greater way of connecting the content.





## BARRIERS: Navigating Stereotypes of AANHPI/Womxn



- Being told that I look angry, critical, **“un-feminine,”** too assertive, too aggressive, etc.
- **Microaggressions** (calling out race without fully showing it).
- **Confidence** and being comfortable speaking out.
- Rigidness of the Asian culture and **Tiger Mom image**
  - “it’s so important for me to see the job done 200 percent perfect...when it comes to expectations, I still hold them so high for myself and my staff”

“What I struggled with was how to have diverse conversations with non-diverse people. How do I feed my need for diversity in a mainly white community?”

**GLEND A BEACH**, CLASS OF 2014

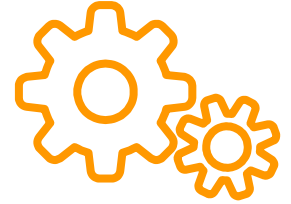


## ADDITIONAL BARRIERS

- Looking for more tangible skills like fundraising.
- Especially in **community work.**
- Representing the diverse AANHPI community as the **only Asian in a white workplace.**
- APAWLI should be more cutting edge in teaching **how to represent** when asked to.



## LEARNING EXPERIENCE



- Hours worked: (over **60+ hours** combined)
- **Skills gained**
  - ▷ Interviewing and transcribing
  - ▷ Survey design and distribution
  - ▷ Strategic outreach (timing, content, etc.) via email to 16 classes, 158 fellows
  - ▷ Information integration, organization, and analysis
  - ▷ Teamwork and presentation
  - ▷ Critical and Analytical Thinking



## CONCLUSION

“APAWLI’s given us this incredible opportunity just to be with other women who’ve got hearts of gold and really good minds.”

**DJ IDA**, CLASS OF 2000





# THANK YOU

for your time and attention!



Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by [SlidesCarnival](#)
- Photographs by [Startup Stock Photos](#)

